

~~SECURITY INFORMATION~~

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31/1/78 MINUTES OF 35th
 BY: 31/1/78

~~CONFIDENTIAL~~

12 February 1952

Present: [REDACTED] 4 February 1952 - 4:00 P. M.

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- AD/Personnel
Director of Training
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Houston, General
Counsel

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1. The Chairman invited [redacted] to introduce the final report of the Working Group. [redacted] briefly stated that the Working Group had considered the rotation of the Air Force, Public Health Service and the Foreign Service in working out a solution to the problem assigned the Working Group in the directive of 15 October 1951. Brief consideration had also been given to rotation in the British Civil Service and in SIS. He stated that the report presented was approved by all members of the Working Group. [redacted] then made the presentation for the Working Group, discussing with [redacted] and of an organization chart and a flow chart the organization, responsibilities, duties and procedures that would be followed by the several Career Service Boards and their Secretariats in carrying out the process of rotation. After brief discussion following the presentation, the members of the Working Group on Rotation retired from the meeting.

2. Mr. Lawrence Houston, General Counsel [redacted] discussed the problem of exemption [redacted] P. L. 873, "Performance Rating [redacted] legislative administration [redacted]

2. Mr. Lawrence Houston, General Counsel, joined the meeting for discussion of the problem of exemption for CIA from the provisions of P. L. 873, "Performance Rating Act of 1950". Mr. Houston stated that our legislative advisors in the Bureau of the Budget recommended that another attempt be made to obtain from the Civil Service Commission administrative exemption from those provisions of the Act which were incompatible with CIA's security problems. He also stated that since the Act specifically required not less than three ratings, i. e. "satisfactory", "unsatisfactory" and "outstanding" that the rating factor of "outstanding" would have to be added to the proposed Personnel Evaluation Report in order that the Civil Service Commission might give approval for its use. He recommended that these steps be taken rather than requesting the Congress for legislative exemption for CIA to this Act. After considerable discussion, the Committee agreed that the security considerations involved were of paramount importance rather than the details of any particular form. Whatever action is taken should, insofar as possible, not inhibit the development of the Career Service Program. The Committee accordingly asked the General Counsel to

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request the Civil Service Commission to extend to CIA, in writing, administrative exemption from all provisions of the Act that were incompatible with CIA's security problems and that this request be made without discussion or consideration of a particular form or forms. (see attached Memorandum, dated 5 February 1952, to General Counsel from Assistant Director (Personnel))

3. The Final Report of Progress of the Working Group on Selection Criteria, dated 31 January 1952, (Item 3 of the agenda) was accepted and it was directed that the unfinished business be forwarded to the new Working Group on Personnel Development Program for inclusion in their agenda.

4. The Committee accepted the final report of the Working Group on Rotation. Prior to forwarding it to the DCI, however, the Committee asked that the Working Group answer the following two questions:

- a. Would it be possible to initiate the Career Service Program without an allotment of rotation slots?
- b. If not, how many slots should be provided, e.g. what is Annex A?

5. The minutes of the 16th meeting of 28 January 1952 were approved as distributed.

6. It was agreed that the next meeting would be held on Monday, 11 February 1952, at 4:00 P.M. in Room 115, North Building.

7. The meeting adjourned at 5:15 P.M.

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